



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 12-10-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL  
BUSINESS MANAGER

February 24, 2012

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

This letter of agreement confirms recent discussions between PG&E and IBEW Local 1245 regarding Union Leaves of Absence. The parties discussed that it was mutually beneficial to both parties for the Union to attract good performing and well respected employees for Union Business Representative assignments. In order to continue to attract high quality candidates, the Company and Union have agreed to modify the provisions of Sections 101.6 of the Physical Agreement and 6.6 of the Clerical Agreement to allow for up to 8 Union Leaves of Absence for up to 120 months. Any additional Union Leaves of Absence will continue to be limited to 72 months.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: /s/ Stephen A. Rayburn

Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

February 24, 2012

By: /s/ Tom Dalzell

Tom Dalzell  
Business Manager

